

Panaji, 5th February, 1987 (Magha 16, 1908)

✓ SERIES I No. 45

OFFICIAL GAZETTE

GOVERNMENT OF GOA, DAMAN AND DIU

GOVERNMENT OF GOA, DAMAN AND DIU

Department of Personnel and Administrative Reforms

Notification

2/33/76-PER

In exercise of the powers conferred by the proviso to article 309 of the Constitution, read with the Government of India, Ministry of External Affairs letter No. F. 7(11)/62-Goa dated 25th July, 1963 and Ministry of Home Affairs letter No. F. 1/29/68-GP dated 29th June, 1968, the Administrator of Goa, Daman and Diu is pleased to amend the Goa Government (Seniority) Rules, 1967, issued under Notification of even number dated 21st February, 1969 and published in Government Gazette Series I, No. 49, dated 6th March, 1969, as follows, namely:—

1. *Short title and commencement.*— (i) These rules may be called the Goa Government (Seniority) (First Amendment) Rules, 1987.

(ii) They shall come into force from the date of publication of this Notification in the Official Gazette.

2. *Amendment of rule 7.*— At the end of rule 7 of the Goa Government (Seniority) Rules, 1967, the following proviso shall be added, namely:—

“Provided that the principle of rotation of quotas will still be followed for determining the inter-se seniority of direct recruits and promotees, the present practice of keeping vacant slots for being filled up by direct recruits of later years, thereby giving them unintended seniority over promotees who are already in position, shall be dispensed with. In case an adequate number of direct recruits do not become available in any particular year, rotation of quotas for purpose of determining seniority will take place only to the extent of the available direct recruits and the promotees. In other words, to the extent direct recruits are not available, the promotees will be bunched together at the bottom of the seniority lists, below the last position upto which it is possible to determine seniority, on the basis of rotation of quotas with reference to the actual number of available direct recruits. The unfilled direct recruitment quota vacancies shall, however, be

carried forward and added to the corresponding direct recruitment vacancies of the next year (and to subsequent years where necessary), for taking action for direct recruitment for the total number according to the usual practice. Thereafter, in that year while seniority will be determined between direct recruits and promotees, to the extent of the number of vacancies for direct recruits and promotees as determined according to the quota for that year, the additional direct recruits selected against the carried forward vacancies of the previous year shall be placed *en-bloc* below the last promotee (or direct recruit as the case may be), in the seniority list based on the rotation of vacancies for that year. The same principle holds good in determining seniority in the event of carry forward, if any, of direct recruitment or promotion quota vacancies (as the case may be), in the subsequent years.

Illustration:

Where the Recruitment Rules provide 50% of the vacancies in a grade to be filled by promotion and the remaining 50% by direct recruitment, and assuming there are 10 vacancies in the grade arising in each of the year 1986 and 1987 and that 2 vacancies intended for direct recruitment remained unfilled during 1986 and they could be filled during 1987, the seniority position of the promotees and direct recruits of these two years shall be as under:—

	1986		1987
1.	P1	9	P1
2.	D1	10	D1
3.	P2	11	P2
4.	D2	12	D2
5.	P3	13	P3
6.	D3	14	D3
7.	P4	15	P4
8.	P5	16	D4
		17	P5
		18	D5
		19	D6
		20	D7

In order to help the appointing authorities in determining the number of vacancies to be filled during a year under each of the methods of recruitment prescribed, a Vacancy Register giving a

running account of the vacancies arising and being filled from year to year may be maintained in the proforma enclosed.

With a view to curbing any tendency of under-reporting/suppressing the vacancies to be notified to the concerned authorities for direct recruitment, it is clarified that promotees will be treated as regular only to the extent to which direct recruitment vacancies are reported to the recruiting authorities on the basis of the quotas prescribed in the relevant Recruitment Rules. Excess promotees, if any, exceeding the share falling to the promotion quota based on the corresponding figure, notified for direct recruitment shall be treated only as *ad-hoc* promotees.

Seniority already determined in accordance with the existing rules on the date of issue of this Notification will not be reopened. In respect of the vacancies for which recruitment actions has already been taken, on the date of issue of this Notification either by way of direct recruitment or promotion, seniority will continue to be determined in accordance with the existing rules".

By order and in the name of the Administrator of Goa, Daman and Diu.

N. P. Gaunekar, Under Secretary (Personnel).

Panaji, 5th January, 1987.

Public Works and Urban Development Department

Notification

Whereas draft amendment to the Goa, Daman and Diu Municipalities (Competent authorities to grant Technical Sanction) Rules, 1979 was published in the Official Gazette No. 34, Sr. I, dated 20-11-1986 under Notification No. 3-32-74/UDD(GEN) dated 31-10-1986 of the Public Works and Urban Development Department, Government of Goa, Daman and Diu, as required by sub-section (3) of section 306 of the Goa, Daman and Diu Municipalities Act, 1968 (Act No. 7 of 1969), inviting objections and suggestions from all persons likely to be affected thereby, within 15 days from the date of the publication of the said Notification in the Official Gazette;

And Whereas the said Gazette was made available to the public on 20-11-1986;

And Whereas objections and suggestions received on the said draft have been considered by the Government.

Now, Therefore, in exercise of the powers conferred by section 306 read with section 69 of the Goa, Daman and Diu Municipalities Act, 1968 (Act No. 7 of 1969), and all other powers enabling him in that behalf, the Government of Goa, Daman and Diu hereby makes the following rules so as to amend the Goa, Daman and Diu Municipalities (Competent Authorities for granting Technical Sanction) Rules, 1979, namely:—

1. *Short title and commencement.* — (1) These rules may be called the Goa, Daman and Diu Municipalities

(Competent Authorities for granting Technical Sanction) (First Amendment) Rules, 1987.

(2) They shall come into force at once.

2. *Amendment of rule 2.* — For the Schedule under rule 2 of the Goa, Daman and Diu Municipalities (Competent Authorities for granting Technical Sanction) Rules, 1979, the following Schedule shall be substituted, namely:—

SCHEDULE

Competent authority	Financial limits	Municipal area
1. Chief Engineer, PWD.	Full powers	Union territory of Goa, Daman and Diu. (All Municipal Councils).
2. Superintending Engineer, Circle I and Circle II PWD.	Upto Rs. 30.00 lakhs	— do —
3. Executive Engineer Works Div. I-PWD, Panaji.	Upto Rs. 4.00 lakhs	Panaji Municipal Council.
4. Executive Engineer Works Div. V PWD, Panaji.	— do —	Mapusa Municipal Council and Bicholim Municipal Council.
5. Executive Engineer Works Div. XVI, PWD Ponda.	— do —	Ponda, Quepem and Sanguem Municipal Councils.
6. Executive Engineer Works Div. VIII PWD Margao.	— do —	Margao, Mormugao and Canacona Municipal Councils.
7. Executive Engineer PWD Works Div. VII Daman.	— do —	Daman Municipal Council.
8. Assistant Engineer Diu.	Upto Rs. 1.00 lakhs	Diu Municipal Council.
9. Municipal Engineers in A Class Municipal Council.	Upto Rs. 2.00 lakhs	In 'A' Class Municipal Councils.

By order and in the name of the Administrator of Goa, Daman and Diu.

A. V. Pimenta, Under Secretary (PW&UD).

Panaji, 15th January, 1987.

Industries and Labour Department

Notification

26/6/86-ILD

The following draft amendment which the Government of Goa, Daman and Diu proposes to make to the Goa, Daman and Diu Factories Rules, 1985 is hereby pre-published as required by section 115 of the Factories Act, 1948 (Central Act 63 of 1948), for information of the persons likely to be affected thereby, and notice is hereby given that the said draft amendment will be taken into consideration by the Government of Goa, Daman and Diu on the expiry of three months from the date of publication of this Notification, in the Official Gazette.

All objections or suggestions to the draft amendment may be forwarded to the Secretary to the Government of Goa, Daman and Diu, Labour Department, Secretariat, Panaji, before the expiry of

three months from the date of publication of this Notification in the Official Gazette.

DRAFT AMENDMENT

In exercise of the powers conferred by section 112 of the Factories Act, 1948 (Central Act 63 of 1948), and all other powers enabling it in that behalf, the Government of Goa, Daman and Diu hereby makes the following rules, so as to amend the Goa, Daman and Diu Factories Rules, 1985, namely:—

1. *Short title and commencement.*—(1) These rules may be called the Goa, Daman and Diu Factories (First Amendment) Rules, 1986.

(2) They shall come into force at once.

Amendment of rule 131.—In rule 131 of the Goa, Daman and Diu Factories Rules, 1985—(i) after item XXIV, the following items shall be inserted, namely:—

“XXV. Manufacture of Rayon by Viscose process.

XXVI. Handling and processing of Highly flammable liquids and flammable compressed gases.”

(ii) After Schedule XXIV, the following new Schedules shall be inserted, namely:—

SCHEDULE XXV

Manufacture of Rayon by Viscose Process

1. *Definitions.*—For the purpose of this Schedule:—

(a) “approved” means approved for the time being in writing by the Chief Inspector;

(b) “breathing apparatus” means a helmet or face piece with necessary connections by means of which the person using it in a poisonous, asphyxiating or irritant atmosphere, breathes unpolluted air;

(c) “churn” means the vessel in which alkali Cellulose pulp is treated with carbon disulphide;

(d) “dumping” means transfer of cellulose xanthate from a dry churn to a dissolver;

(e) “efficient exhaust draught” means localised ventilation by mechanical means for the removal of any gas or vapour so as to prevent it from escaping into the air of any place in which work is carried on. No draught shall be deemed to be efficient if it fails to control effectively any gas or vapour generated at the point where such gas or fume originates;

(f) “fume process” means any process in which carbon disulphide or hydrogen sulphide is produced, used or given off;

(g) “life belt” means a belt made of leather or other suitable material which can be securely fastened round the body with a suitable length of rope attached to it, each of which is sufficiently strong to sustain the weight of a man;

(h) “Protective equipment” means apron, goggles, face shields, foot wear, gloves and overalls made of suitable materials.

2. *Ventilation.*—(1) In all workrooms where a fume process is carried on, adequate ventilation by natural or mechanical means shall be provided so as

to control, in association with other control measures, the Concentration of Carbon-di-sulphide and hydrogen sulphide in the air of every work environment within the permissible limits.

(2) Notwithstanding the requirements in sub-paragraph (1) an efficient exhaust draught shall be provided and maintained to control the concentration of carbon-di-sulphide and hydrogen sulphide in the air at the following locations:—

(a) dumping hoppers of dry churns,

(b) spinning machines,

(c) trio rollers and cutters used in staple fibre spinning,

(d) hydro-extractors for yarn cakes,

(e) after treatment processes, and

(f) spin baths.

(3) In so far as the spinning machines and trio rollers and cutters used in staple fibre spinning are concerned, they shall be, for the purpose of ensuring the effectiveness of the exhaust draft to be provided as required in sub-paragraph (1), enclosed as fully as practicable and provided with suitable shutters in sections to enable the required operations to be carried out without giving rise to undue quantities of carbon-di-sulphide and hydrogen sulphide escaping to the work environment.

(4) No dry churn shall be opened after completion of reaction without initially exhausting the residual vapours of carbon-di-sulphide by operation of a suitable and efficient arrangement for exhausting the vapours which shall be continued to be operated as long as the churn is kept opened.

(5) Whenever any ventilation apparatus normally required for the purpose of meeting the requirements in sub-paragraphs (2), (3) and (4) is ineffective, fails, or is stopped for any purpose whatsoever, all persons shall be required to leave the work areas where the equipment or processes specified in the above said sub-paragraphs are in use, as soon as possible, and in any case not later than 15 minutes after such an occurrence.

(6) (i) All ventilating systems provided for the purposes as required in sub-paragraphs (2), (3) and (4) shall be examined and inspected once every week by a responsible person. It shall be thoroughly examined and tested by a competent person once in every period of 12 months. Any defects found by such examinations or test shall be rectified forthwith.

(ii) A register containing particulars of such examinations and tests, and the state of the systems and the repairs or alternations (if any) found to be necessary shall be kept and shall be available for inspection by an Inspector.

3. *Waste from spinning machines.*—Waste yarn from the spinning machines shall be deposited in suitable containers provided with close fitting covers. Such waste shall be disposed off as quickly as possible after decontamination.

4. *Lining of dry churns.*—The inside surface of all dry churns shall be coated with a non-sticky paint so that cellulose xanthate will not stick to the surface of the churn. Such coating be maintained in good condition.

5. *Air monitoring.* — (1) To ensure the effectiveness of the control measures, monitoring of Carbon-di-sulphide and hydrogen sulphide in air shall be carried out once atleast in every shift and the record of the results so obtained shall be entered in a register specially maintained for the purposes.

(2) For the purpose of the requirement in sub-paragraph (1), instantaneous gas detector tubes shall not be used. Samples shall be collected over a duration of not less than 10 minutes and analysed by an approved method. The locations where such monitoring is to be done shall be as directed by the Inspector.

(3) If the concentration of either carbon disulphide or hydrogen sulphide exceeds the permissible limits for such vapour or gas as laid down in rule 138, suitable steps shall be taken for controlling the concentrations in air of such contaminants. A report of such occurrences shall be sent to the Chief Inspector forthwith.

6. *Prohibition to remain in fume process room.* — No person during his intervals for meal, or rest shall remain in any room wherein fume process is carried on.

7. *Prohibition relating to employment of young persons.* — No young person shall be employed or permitted to work in any fume process or in any room in which any such process is carried on.

8. *Protective equipment.* — (1) The occupier shall provide and maintain in good condition protective equipment as specified in the Table for use of persons employed in the processes referred to therein.

TABLE

Protective Equipment	Process
1. Dumping	Overalls, face-shields, gloves and footwear-all made of suitable materials.
2. Spinning	Suitable aprone, gloves and foot wear.
3. Process involving or likely to involve contact with viscose solution.	Suitable gloves and foot-wear.
4. Handling of Sulphur	Suitable chemical goggles.
5. Any other process involving contact with hazardous chemicals.	Protective equipment as may be directed by the Chief Inspector by an order in writing

(2) A suitable room, rooms or lockers shall be provided exclusively for the storage of all the protective equipment supplied to workers and no such equipment shall be stored at any place other than the room, rooms or lockers so provided.

9. *Breathing apparatus etc.* — (1) There shall be provided in every factory where fume process is carried on, sufficient supply of —

(a) breathing apparatus,

(b) Oxygen and suitable appliances for its administration, and

(c) life belts.

(2) (i) The breathing apparatus and other appliances referred to in sub-paragraph (1) shall be maintained in good condition and kept in appropriate locations so as to be readily available.

(ii) The breathing apparatus and other appliances referred to in clauses (a) and (b) of sub-paragraph (1) shall be cleaned and disinfected at suitable intervals and thoroughly inspected once every month by a responsible person.

(iii) A record of the maintenance and of the condition of the breathing apparatus and other appliances referred to in sub-clause (1) shall be entered in a register provided for that purpose which shall be readily available for inspection by an Inspector.

(3) Sufficient number of workers shall be trained and periodically retrained in the use of breathing apparatus and administering artificial respiration so that at least 2 such trained persons would be available during all the working hours in each room in which fume process is carried on.

(4) Breathing apparatus shall be kept properly labelled in clean, dry, light-proof cabinets and if liable to be affected by fumes, shall be protected by placing them in suitable containers.

(5) No person shall be employed to perform any work specified in sub-paragraph (1) for which breathing apparatus is necessary to be provided under the sub-paragraph, unless he has been fully instructed in the proper use of that equipment.

(6) No breathing apparatus provided in pursuance of sub-paragraph (1) which has been worn by a person shall be worn by another person unless it has been thoroughly cleaned and disinfected since last being worn and the person has been fully instructed in the proper use of that equipment.

10. *Electric fittings.* — All electric fittings in any room in which carbon-disulphide is produced, used or given off or is likely to be given off into the work environment, other than a spinning room, shall be of flame-proof construction and all electric conductors shall either be enclosed in metal conduits or be lead-sheathed.

11. *Prohibition relating to smoking, etc.* — No person shall smoke or carry matches, fire or naked light or other means of producing a naked light or spark in a room in which fume process is carried on. A notice in the language understood by the majority of the workers shall be posted in prominent locations in the plant prohibiting smoking and carrying of matches, fire or naked light or other means of producing naked light or spark into such rooms:

Provided that fire, naked light or other means of producing a naked light or spark may be carried on in such room only when required for the purposes of the process itself under the direction of a responsible person.

12. *Washing and bathing facilities.* — (1) There shall be provided and maintained in a clean state and in good repair for the use of all workers employed in the processes covered by the Schedule, adequate washing and bathing places having a constant supply of water under cover at the rate of one such place for every 25 persons employed.

(2) The washing place shall have standpipes placed at intervals of not less than one metre.

(3) Not less than one half of the total number of washing places shall be provided with bathrooms.

(4) Sufficient supply of clean towels made of suitable material shall be provided.

Provided that such towels shall be supplied individually for each worker if so ordered by the Inspector.

(5) Sufficient supply of soap and nail brushes shall be provided.

13. *Rest room.* — (1) A rest room shall be provided for the workers engaged in doffing operations of filament yarn spinning process.

(2) Such rest room shall be provided with fresh air supply and adequate seating arrangement.

14. *Cautionary notice and instructions.* — (1) The following cautionary notice shall be prominently displayed in each fume process room.

"Cautionary Notice:

1. Carbon disulphide (CS_2) and Hydrogen Sulphide (H_2S) which may be present in this room are hazardous to health.

2. Follow safety instructions.

3. Use protective equipment and breathing apparatus as and when required.

4. Smoking is strictly prohibited in this area."

This notice shall be in a language understood by the majority of the workers and displayed where it can be easily and conveniently read. If any worker is illiterate, effective steps shall be taken to explain carefully to him the contents of the notice so displayed.

(2) Arrangements shall be made to instruct each worker employed in any room in which a fume process is carried on regarding the health hazards connected with their work and the preventive measures and methods to protect themselves. Such instructions shall be given on his first employment and repeated periodically.

(3) Simple and special instructions shall be framed to ensure that effective measures will be carried out in case of emergency involving escape of carbon disulphide and hydrogen sulphide. These instructions shall be displayed in the concerned areas and workers shall be instructed and trained in the actions to be taken in such emergencies.

15. *Medical facilities and records of examinations and test.* — (1) the occupier of each factory to which this Schedule applies, shall —

(a) employ a qualified medical officer for medical surveillance of the workers employed in the fume process whose employment shall be subject to the approval of the Chief Inspector of Factories; and

(b) provide to the said medical officer all the necessary facilities for the purpose referred to in clause (a).

(2) The record of medical examination and appropriate tests carried out by the said medical officer shall be maintained in a separate register approved by the Chief Inspector of Factories, which shall be kept readily available for inspection by the Inspector.

16. *Medical Examination by the Certifying Surgeon.* — (1) Every worker employed in the fume

process shall be examined by a Certifying Surgeon within 15 days of his first employment. Such examination shall include tests for estimation of exposure co-efficient (iodine azide test on urine), and cholesterol as well as Electrocardiogram (ECG) and Central Nervous System (CNS) test. No worker shall be allowed to work after 15 days of his first employment in the factory unless certified fit for such employment by the Certifying Surgeon.

(2) Every worker employed in the fume process shall be re-examined by a Certifying Surgeon at least once in every twelve calendar months. Such examination shall, wherever the certifying surgeon considers appropriate, include all the tests as specified in sub-paragraph (1).

(3) The Certifying Surgeon after examining a worker, shall issue a Certificate of Fitness in Form 30. The record of re-examinations carried out shall be entered in the Certificate and the Certificate shall be kept in the custody of the Manager of the factory. The record of each examination carried out under sub-paragraphs (1) and (2), including the nature and the results of the tests, shall also be entered by the Certifying Surgeon in a health register in form 31.

(4) The Certificate of Fitness and the Health register shall be kept readily available for inspection by the Inspector.

(5) If at any time the Certifying Surgeon is of the opinion that a worker is no longer fit for employment in the fume process on the ground that continuance therein would involve special danger to the health of the worker, he shall make record of his findings in the said certificate and the Health register. The entry of his findings in those documents should also include the period for which he considers that the said person is unfit for work in the fume process.

(6) No person who has been found unfit to work as said in sub-paragraph (5) above shall be re-employed or permitted to work in the fume process unless the Certifying Surgeon, after further examination again certifies him fit for employment in such process.

17. *Exemptions.* — If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reason, all or any of the provisions of this Schedule is not necessary for protection of the workers in the factory, the Chief Inspector may by a certificate in writing, which he may at his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

SCHEDULE XXVI

Handling and Processing of Highly Flammable Liquids and Flammable Compressed Gases

1. *Application.* — These rules will be applicable to all factories where highly flammable liquids or flammable compressed gases are manufactured, stored, handled or used.

2. *Definition.* — For the purpose of this Schedule—

(a) "highly flammable liquid" means any liquid including its solution, emulsion or suspen-

sion which when tested in a manner specified by sections 14 and 15 of the Petroleum Act, 1934, (Central Act 30 of 1934), gives off flammable vapours at a temperature less than 32 degrees centigrade.

(b) "flammable compressed gas" means flammable compressed gas as defined in section 2 of the Static and Mobile Pressure Vessels (un-fired) Rules, 1981 framed under the Explosives Act, 1884.

3. *Storage.*—(1) Every flammable liquid or flammable compressed gas used in every factory shall be stored in suitable fixed storage tank, or in suitable closed vessel located in a safe position under the ground, in the open or in a store room of adequate fire resistant construction.

(2) Except as necessary for use, operation or maintenance, every vessel or tank which contains or had contained a highly flammable liquid or flammable compressed gas shall be always kept closed and all reasonably practicable steps shall be taken to contain or immediately drain off to a suitable container any spill or leak that may occur.

(3) Every container, vessel, tank, cylinder, or store room used for storing highly flammable liquid or flammable compressed gas shall be clearly and in bold letters marked "Danger-Highly Flammable Liquid" or "Danger-Flammable Compressed Gas".

4. *Enclosed system for Conveying Highly Flammable Liquids.*—Wherever it is reasonably practicable, highly flammable liquids shall be conveyed within a factory in totally enclosed systems consisting of pipe lines, pumps and similar appliances from the storage tank or vessel to the point of use. Such enclosed systems shall be so designed, installed, operated and maintained as to avoid leakage or the risk of spilling.

5. *Preventing Formation of Flammable Mixture with Air.*—Wherever there is a possibility for leakage or spill of highly flammable liquid or flammable compressed gas from an equipment, pipe line, valve, joint or other part of a system, all practicable measures shall be taken to contain, drain off or dilute such spills or leakage as to prevent formation of flammable mixture with air.

6. *Prevention of Ignition.*—(1) In every room, work place or other location where highly flammable liquid or flammable combustible gas is stored, conveyed, handled or used or where there is danger of fire or explosion from accumulation of highly flammable liquid or flammable compressed gas in air, all practicable measures shall be taken to exclude the sources of ignition. Such precautions shall include the following:

(a) All electrical apparatus shall either be excluded from the area of risk or they shall be of such construction and so installed and main-

tained as to prevent the danger of their being a source of ignition;

(b) effective measures shall be adopted for prevention of accumulation of static charges to a dangerous extent;

(c) No person shall wear or be allowed to wear any foot wear having iron or steel nails or any other exposed ferrous materials which is likely to cause sparks by friction;

(d) Smoking, lighting or carrying of matches, lighters or smoking materials shall be prohibited;

(e) transmission belts with iron fasteners shall not be used; and

(f) all other precautions, as are reasonably practicable, shall be taken to prevent initiation of ignition from all other possible sources such as open flames, frictional sparks, overheated surface of machinery or plant, chemical or physical-chemical reaction and radiant heat.

7. *Prohibition of smoking.*—No person shall smoke in any place where highly flammable liquid or flammable compressed gas is present in circumstances that smoking would give rise to a risk of fire. The occupier shall take all practicable measures to ensure compliance. With this requirement including display of a bold notice indicating prohibition of smoking at every place where this requirement applies.

8. *Fire Fighting.*—In every factory where highly flammable liquid or flammable compressed gas is manufactured, stored, handled or used, appropriate and adequate means of fighting a fire shall be provided. The adequacy and suitability of such means which expression includes the fixed and portable fire extinguishing systems, extinguishing material, procedures and the process of fire fighting, shall be to the standards and levels prescribed by the Indian Standards applicable, and in any case not inferior to the stipulations under rule 73.

9. *Exemptions.*—If in respect of any factory, the Chief Inspector is satisfied that owing to the exceptional circumstances or infrequency of the processes or for any other reasons, all or any of the provisions of this Schedule is not necessary for protection of the workers in the factory, the Chief Inspector may by a certificate in writing, which he may at his discretion revoke at any time, exempt such factory from all or any of such provisions subject to such conditions, if any, as he may specify therein.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji, 9th December, 1986.